

Personal development plan

Did you know that devising Individual Development Plans (IDP) for civilian employees is **mandatory**? According to Navy Personnel Command Administrative Manual 0150-040, the IDP “provides flexibility for growth and development of new skill sets, and promotes teamwork between the supervisor and the employee.”

The IDP allows supervisors and employees to develop a two-year strategy for employees to acquire or improve skills that will help on the job.

For more information, visit the NPC Training site at <http://www.npc.navy.mil/AboutUs/NPC/Training/>. To download an IDP form, click to <http://www.npc.navy.mil/AboutUs/NPC/Training/AllPersonnel/IDP>.



Harvey Goetsch, the father of ABAA Thomas A. Goetsch, recently visited the building that honors his son. ABAA Goetsch was lost at sea during the Vietnam War while serving aboard USS Kitty Hawk. There will be another building dedication 10 a.m. Sept. 26 for BUPERS-3's residence, David R. Ray Building (453). Ray was a Hospital Corpsman in Vietnam and was awarded the Medal of Honor posthumously.

(Courtesy photo)

Retiring? Start application now

Historically 23 percent of the Department of Navy civilian retirements happen on one of four days - Dec. 31 or Jan. 1 - 3. Employees who are planning to retire on one of those dates should begin the application process now.

The retirement application is available online at https://www.civilianbenefits.hroc.navy.mil/retirement_pkg_sem.asp or call the benefits line at 1-888-320-2917.



Outstanding achievement...

Richard Hill, PERS-3, received the Junior Civilian of the Quarter award from NPC Commander Rear Adm. Sonny Masso. In the background is Robert L. Cross, a contractor from BUPERS-26, who was awarded Contractor of the Quarter. The Sailors and Civilians of the quarter were presented their awards in a ceremony Aug. 5 in the NPC headquarters building. According to NPC Deputy Commander Ann Stewart, the awardees' "superior performance and 'can do' attitudes are central to our mission success." (Photo by MC2 Latunya Howard)

Developing strategies for developing the force

NPC held an offsite planning conference Aug. 14 to brainstorm ideas to help accomplish strategic priority 6 “Develop a Command Workforce Strategy to provide professional development, advancement opportunities, and make BPC/NPC the area’s employer of choice.”

The conference was coordinated by NPC Deputy Commander Ann Stewart and senior civilians involved in developing the strategic initiative. Fred Chambers, Ralph Diecker, Mike Higgs, Leanne Smith, BJ Price, Regina Lambert and Steve Veach – were part of the process. One attendee was particularly impressed with the workforce development aspects. “I am glad to see that we seem to be a bit more focused on trying to promote internally,” the employee said.

Stewart explained that NPC “is looking hard at the upward mobility path. Our focus is on certifications, accomplishments, training, experience and achievements.”

More conferences like this are planned for the future.



Recognition deserved...

Melody Potter (center) and Kathy Eisenhower (right), both with the System/Project Branch of BUPERS-0723, receive kudos from Ann Stewart, NPC deputy commander. Potter and Eisenhower were honored along with coworker Ellen Lott for “Doing the Right Thing.” “They always go out of their way to ensure that the customer is well informed and supported.” To recognize someone for outstanding work, visit the PIN homepage at <http://www.npc.navy.mil/ReferenceLibrary/Publications/PIN.htm> and click on the “Together, We Can Make a Difference” link. (Photo by David Luechauer)